



Research Note 136

Unnecessary jobs in the Welsh emergency services

Emergency services in Wales are facing significant pressure on their finances. With that in mind, they should be examining ways to cut overall expenditure in areas that have the least impact on their ability to provide a good service.

Previous TaxPayers' Alliance research has shown that millions of pounds are spent by the NHS on employees that are not crucial to provide the front line service required.

This new report follows on from other regional research by the TaxPayers' Alliance throughout the rest of the United Kingdom, and specifically examines the emergency services within Wales. These are:

- North Wales
- South Wales
- Mid and West Wales

The key findings of this research are:

- The emergency services in Wales spend more than £370,000 a year on jobs with a remit to promote equality, diversity and human rights.
- The emergency services in Wales spend more than £170,000 a year on jobs with an environment or sustainability remit.
- The emergency services in Wales have a combined staff of 48 that are involved in communications.

To arrange broadcast interviews, or to discuss the research, please contact:

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Sources and methodology

All information was provided in response to a request for information under the Freedom of Information Act. We are not responsible for the accuracy of information contained within responses to FOI requests. If mistakes have been made by the organisations mentioned then we are happy to accept corrections.

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Table 1: Positions held within all three Fire and Rescue Services that have an environmental or sustainability capacity

Authority	Position Title	Salary or Grade	Brief Job Description
Mid and West Wales	Sustainability Manager	Grade 8	To assist Mid and West Wales Fire and Rescue Service in complying with all legislation, statutory requirements, best practice and value for money in the areas of Environmental, Energy & Waste Management and Sustainability To enable the service to meet its Accountability for Sustainability and Carbon Reduction requirements
North Wales	Energy and Finance Assistant	£16,440 - £17,802	To manage the process of energy procurement and monitor contracts. Oversee the production of weekly creditor payment runs within predetermined timescales. Oversee the control of administrative and financial functions relating to the payment of facilities related to creditor accounts.
South Wales	Sustainable Development Assistant	£17,805 (Grade 5)	None provided
	Legal and Sustainability Officer	£34,549 (Grade 14)	None Provided



Table 2: Positions held within all three Fire and Rescue Services that have an equalities and diversity remit

Authority	Position Title	Salary or Grade	Brief Job Description
Mid and West Wales	Equality and Diversity Officer	Grade 8	As an integral member of the Human Resource Department to act as an advisor to the Service on issues relating to internal Equality and diversity issues(seven strands of diversity, age, disability, gender, race, religion and belief, sexual orientation and welsh language) implementation, co-ordinator and administration of all equality and diversity policies, practices and procedures. Ensuring the provision of a comprehensive service to support the local, service, national and legal objectives.
North Wales	Equalities Adviser	£31,754 - £34,549	To provide professional advice and guidance to senior managers on equality and diversity issues, including giving advice and guidance on legislation and codes of practice. The post requires the post holder to take the lead in policy formation on equality issues and to raise awareness of equality and diversity amongst staff and to promote cultural changes. The post holder is also expected to project manage the Services job evaluation process ensuring that the scheme is in line with NJC recommendations, liaising with the unions involved to ensure that the scheme maintains a fair and transparent approach.
South Wales	Equalities and Diversity Officer	£34,549 (Grade 14)	None provided
	Equalities Officer	£29,236 (Grade 11)	None Provided

Table 3: Positions held within all three Fire and Rescue Services that have a remit that involves communication or communications

Authority	Position Title	Salary or Grade	Brief Job Description
Mid and West Wales	Head of Corporate Communications	Grade 15	To Manage and develop a range of Corporate Communications and Democratic Service functions with the primary responsibility for corporate communications, corporate policy development, fire authority member support and complaints handling.
	Corporate Communications Manager	Grade 10	To provide strong leadership and direction to enable the development, delivery and continuous improvement of an efficient and effective corporate communications function, ensuring an integrated approach to media relations, public relations and external communications, internal communications, marketing, reputation and brand management.
	Senior Communications Officer	Grade 6	To manage Mid and West Wales Fire and Rescue Services corporate communications functions including the development of all internal and external communication tools.
	Communications Engineer	Grade 7	To address maintenance and repair requirements associated with the telecommunications and mobilising systems used throughout the service. To additionally undertake the installation of mobile radio and mobile data equipment located within fire appliances, officer cars and other fleet vehicles.
	Media and Communications assistant	Grade 4	To assist with the day to day running of Mid and West Wales Fire and Rescue Services Corporate communication functions including providing a comprehensive graphic design service.
North Wales	ICT Communications Manager	£42,466 - £45,067	The IT Communications Manager (Head of ICT) is responsible for the Service's IT communications and multimedia services and for the required infrastructure and systems. The overall purpose of the job is to effectively manage the Information and Communication Technology Department by developing detailed ICT strategies which meet the needs of the Service at both a corporate and user level. Producing a solid roadmap for the future IT direction of the Service. Effective monitoring of emerging technologies in order to maximise the Service's investment in ICT. Utilising industry standard IT service management principles which will underpin the delivery of ICT service ensuring business requirements are met. Actively promoting ICT strategies and best

Authority	Position Title	Salary or Grade	Brief Job Description
			value principles. Promoting effective management of the ICT sections and providing leadership to the members of the ICT team. Procurement, support and delivery of robust and reliable systems. Project and technical assurance for large scale ICT projects. Contract management.
	Corporate Communications Manager	£42,466 - £45,067 (Plus 8.5% for 24hr on-call rota)	Responsible for developing, promoting and delivering the corporate communications strategy; providing comprehensive and professional senior management corporate communications to support and promote the corporate aims and objectives of North Wales Fire and Rescue Service (NWFRS); managing the Corporate Communications Department.
	Deputy Corporate Communications Manager	£28,636 – £30,851 (Plus 8.5 % for 24hr on-call rota)	To take a proactive role in promoting the corporate communications strategy, providing comprehensive and professional media, external and internal communications on behalf of North Wales Fire and Rescue Service. To act as deputy to the Corporate Communications Manager. To provide particular focus on representing the Service in Welsh Fire and Rescue Service collaboration initiatives through Atal Tân and co-ordinating strategic Community Fire Safety initiatives.
	Corporate Communications Officer	£25,472 – £27,849 (Plus 8.5 % for 24hr on-call rota)	To take a proactive role in promoting the communications strategy, providing comprehensive and professional media, external and internal communications on behalf of North Wales Fire & Rescue Service.
South Wales	Media Relation and Communications Officer	£30,851 (Grade 12)	None provided
	Multimedia Support Officer	£21,519 (Grade 7)	None Provided
	Multimedia developer & Support Technician	£23,708 (Grade 8)	None Provided
	Authorware Multimedia developer(s)	£23,708 (Grade 8)	None Provided

Table 4: Positions held within all four Police Forces that have an environmental or sustainability capacity

Authority	Position Title	Salary or Grade	Brief Job Description
Dyfed Powys	Wildlife Liaison Officer (Constable)	£23,259 - £26,519	To promote the aims of the force in its commitment to enforcing wildlife and environmental legislation and to advise and assist colleagues in its enforcement. Liaise with HQ Community Safety Department, all divisional officers and personnel, Local Intelligence Officers, Special Branch, statutory and voluntary wildlife and conservation agencies, local community groups, experts in wild fauna and flora and other agencies involved in the enforcement of wildlife and environmental legislation.
Gwent	No details provided		
North Wales	No details provided		
South Wales	Environmental Officer	£26,394 – £28,107	To assist the organisation in complying with legislation, policies, procedures and best practice; Assist in setting environmental strategic targets. To assist in undertaking waste audits and provides reports; assists in the production of an annual review.
	Environmental Manager	£34,005 - £36,963	

Table 5: Positions held within all four Police Forces that have an equalities and diversity remit

Authority	Position Title	Salary or Grade	Brief Job Description
Dyfed Powys	Equality and Diversity Manager	£36,030 - £38,862	To act as the strategic lead in relation to all equality, diversity and Welsh language matters for Dyfed-Powys Police. To oversee the force's compliance with the Equality Act 2010, Public Sector Equality Duty, and the Welsh language (Wales) Measure 2011. To develop the effective structures to ensure that Dyfed-Powys Police is able to meet the requirements of relevant legislation across service delivery and employment practices. To co-ordinate and manage the Welsh language training programme.
	Equality and Welsh Language Support	£17,566 - £18,721	To provide administrative support to the Equality and Welsh Language Advisor in relation to implementation of the Strategic Equality Plan and Welsh Language Scheme, and compliance with the relevant equality and Welsh language training programme.
Gwent	Equalities (x1)	Police Staff SO2	None provided
North Wales	Head of Diversity Development	PO (D) Grade	To lead on developing, promoting and advising on all aspects of equality and diversity within North Wales Police. To lead the diversity unit and its staff to ensure that the overall force vision, strategy and performance concerning diversity is achieved.
South Wales	Head Equality and Diversity	£45,520 - £48,589	To set the strategic vision for South Wales Police on all equality and diversity issues and ensure the force meets its statutory obligations across all protected characteristics.
	Principle Officer – Diversity Policy Lead	£29,784 - £34,005	As an integral member of the Human Resources Department to act as an advisor to the Force on issues relating to Internal Equality and Diversity issues. (Seven strands of diversity age, disability, gender, race, religion, gender and sexual orientation)
	Principle Officer – Diversity Positive Action	£29,784 - £34,005	As an integral member of the Human Resources Department to act as an advisor to the Force on issues relating to Internal Equality and Diversity issues. (Seven strands of diversity age, disability, gender, race, religion, gender and sexual orientation)
	Trainer – Equality and Diversity (x2)	£23,799 - £28,107	To be responsible for the development, design, delivery administration of all equality and diversity training to all levels of South Wales Police staff and external bodies as necessary.



Authority	Position Title	Salary or Grade	Brief Job Description
	Equalities and Human Rights Manager	£29,784 - £34,005	The role requires the post holder to advise the commissioner on all issues relating to equality, diversity and human rights. In doing so he/she will assist the commissioner to develop, implement, coordinate and administer equality and diversity policies.
	Lead Officer – Equality and Diversity	£29,784- £34,005	To support the strategic equality and diversity manager in representing learning and development services and South Wales Police at force and regional level. To manage the development, design, delivery and administration of all equality and diversity training.
	Strategic Equalities and Diversity Manager	£34,005 - £36,963	To support the Head of Leadership in the strategic management of effective equality and diversity development throughout South Wales Police.

Table 6: Positions held within all four Police Forces that have a remit that involves communication or communications

Authority	Position Title	Salary or Grade	Brief Job Description
Dyfed Powys	PR and marketing Manager	£27,267 - £29,784	To lead a unit responsible for providing strategic public relations and marketing management for the force, providing expert advice to the ACPO team and other senior managers.
	Press Officer	£27,267 - £29,784	To be responsible for media matters providing a professional media and public relations service to actively promote a positive image of the force externally.
	Public Affairs Advisor	£31,437 - £38,862	To promote and develop communication, media and public relations in support of work of the Police and Crime Commissioner for Dyfed-Powys.
Gwent	Head of Corporate Communications	Police Band SO2 – PO(Z)	The corporate communications department is responsible for enabling and assisting the force to communicate effectively and legally to both internal and external audiences; communicate electronically via the intranet and web; protect and enhance the reputation of the force; ensure that there is an effective press office function and available around the clock (in emergencies); the marketing and branding of the force.
	Neighbourhood Communications Officer		
	Digital Communications Manager		
	Press and public relations officer (x3)	Police Staff SO2	Responsible for the media concerning all incidents, appeals and media enquiries force wide. Also deal with publicity for all divisions and department, force wide initiatives and operations, force response to national/government announcements, media liaison involving our chief officers ad force wide communications.
North Wales	Head of Corporate Communications	PO (G) Grade	Lead on the strategic development and management in the following areas, Force communications internal/external, media management and development, public relations, marketing, force image. Act as the lead advisor to Chief Officers in complex police incidents of a serious nature including adopting the leading role in managing media attention on behalf of the duty police commander. Develop and implement a framework on the areas on which all managers and staff can locally deliver on.

Authority	Position Title	Salary or Grade	Brief Job Description
	Communications Manager	PO (E) Grade	Involved the on-going management of relevant contracts (with a consolidated value of £5m), that together provide 24/7 – 365 days/year total and absolute service ensuring the highest levels are delivered to the forces mission critical areas of communication (both telecoms and radio)
	Press and PR Officer	SO1 Grade	To offer specialised media support on a 24hr basis to all members of the force as well as becoming involved in all aspects of public relations duties with the department..
South Wales	Assistant Director of Corporate Communications	£60,391 – £64,467	To lead, develop and direct the forces public relations and marketing functions. Providing a comprehensive corporate communications service to internal and external stakeholders.
	Communications Officer (x4)	£26,394 - £30,633	To provide specialist media and marketing support to actively promote the positive image and reputation of South Wales Police and the BCU.
	Web-Communications Manager	£29,784 - £34,005	To provide, enhance, develop and develop the use of the forces internet and intranet sites. Being responsible for new application development and policing on-line initiatives. To project manage web projects.
	Communications Manager	£41,697 - £44,526	To manage the development/support of all information and communication systems within the South Wales Police in line with the policies and business objectives of the organisation.
	Head of Corporate Communications	£45,520 - £48,589	To manage the corporate communications of the organisation by harmonising the arrangements between internal communications and external communications and marketing.
	Internal Communications Officer (x2)	£26,394- £30,366	To assist in the delivery of a clear internal communication strategy in the support of the Force and Divisional/departmental strategies and to create and deliver supporting communication activities and materials.
	Media Production Manager	£29,784- £34,005	To manage the provision of an efficient and effective media production service for South Wales Police, to support training, public relations and media handling initiatives for internal and external customers.



Authority	Position Title	Salary or Grade	Brief Job Description
	Media Officer (x2)	£26,394- £30,633	To provide a specialist operational and corporate media service, which supports and promotes operational policing and helps protect the reputation of the force in crisis situations through effective media management.
	Media Production Assistant	£17,188-£20,734	To provide support to the Media Production Unit and also to carry out duties in relation to various administration functions including the website and Force Information System and the Media and Marketing team.
	Media Production Officer	£23,799- £28,107	To provide an efficient and effective media production service to members of South Wales police and to external customers.
	Senior Media Officer	£29,784- £34,005	To provide specialist quality operational and corporate media service and support and promote operational policing and to protect the reputation of the force in crisis situations through effective reputation management.
	Press and PR Officer	£26,394- £30,633	To provide specialist quality media handling, and to actively promote and market the positive public image and reputation of South Wales Police locally, regionally and specifically the Rhondda Cynon Taff division as well as internally communication
	Public Relations Officer (1)	£26,394- £30,633	To provide specialist quality media handling, and to actively promote and market the positive public image and reputation of South Wales Police locally, regionally and nationally, as well as internally through all available communication channels
	Public Relations Officer (2 (PCCO))	£31,437- £36,963	To provide specialist quality media handling, and to actively promote and market the positive public image and reputation of South Wales Police locally, regionally and nationally, as well as internally through all available communication channels



Table 7: Positions held within the Welsh Ambulance Service that have an environmental or sustainability capacity

Authority	Position Title	Salary or Grade	Brief Job Description
Welsh Ambulance Service	None provided	N/A	N/A



Table 8: Positions held within the Welsh Ambulance Service that have an equalities and diversity remit

Authority	Position title	Salary or Grade	Brief Job Description
Welsh Ambulance Service	Health & Wellbeing and Equality Manager	7	Support the development and implementation of the trust's OD strategy in particular focusing on all aspects of Health and Wellbeing. The lead for Equality and Human Rights and facilitating leadership and management development.

Table 9: Positions held within the Welsh Ambulance Service that have a remit that involves communication or communications

Authority	Position title	Salary or Grade	Brief Job Description
Welsh Ambulance Service	Communications Support Officer	4	Support the team in coordinating and undertaking all areas of marketing and internal/external communications work for NHS Direct Wales. This includes organising translation producing publication and supporting the content of NHS Direct Wales websites.
	Corporate Communications, Press and Marketing Manager	8a	Coordinate the trusts relations with the public and with regional and national media and the preparation and presentation of a range of public documents.
	Media Relations Officer	6	Work directly to the Cooperate Communications Manager to support executive directors and general managers in providing local and strategic PR direction.
	Senior Communications Officer	5	Work directly to the corporate communications manager and help to generate national and local media coverage of the trust in support of the public relations strategy.